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APPOINTMENTS

Academic

Assistant Professor – 2020-	St. Francis Xavier University, Health
Assistant Professor – 2016-20,	Dalhousie University, Rowe School of Business
Adjunct Professor – 2021-24	
Sessional Instructor – 2011-14	University of Alberta, Alberta School of Business and Augustana Campus

Affiliate

Affiliate Scientist – 2021-24	Nova Scotia Health Authority
Associate Scientist – 2020-	Maritime Strategy for Patient-Oriented Research SUPPORT Unit
Scientist – 2020-	Lab2Market – Health

EDUCATION

University of Alberta,	Doctor of Philosophy in Strategic Management and Organization – 2012
Alberta School of Business	
Dalhousie University	Master of Library and Information Studies – 1999
University of Saskatchewan	Bachelor of Arts (Honours) – 1994

PUBLICATIONS

Peer-Reviewed Articles ([Google Scholar Profile](#), [ORCID ID](#))

1. **Crumley ET**, Grandy K, Sundararajan B, Roy JA. 2021. Organizational leaders' use of strategic external communication to maintain legitimacy for sustainability activities from broad stakeholders. [Corporate Communications](#). <https://doi.org/10.1108/CCIJ-05-2021-0053>
2. **Crumley ET**, Kelly S, Young J, Phinney N, McCarthy J, Gubitz G. 2021. How is the Medical Assistance in Dying (MAID) process carried out in Nova Scotia, Canada? A qualitative process model flowchart study. [BMJ Open](#), 11:e048698. doi: 10.1136/bmjopen-2021-048698
3. Wiebe N, Ye F, **Crumley ET**, Bello A, Stenvinkel P, Tonelli M. 2021. Temporal associations between body mass index, fasting insulin, and systemic inflammation: a systematic review and meta-analysis. [JAMA Network Open](#), 4(3):e211263.
4. **Crumley ET**, Sheppard C, Bowden C, Nelson G. 2019. Canadian French and English newspapers' portrayals of physicians' role and medical assistance in dying (MAID) from 1972-2016: a qualitative textual analysis. [BMJ Open](#) 9:e020369. doi:10.1136/bmjopen-2017-020369
5. Kabat-Farr D, **Crumley ET**. 2019. Sexual harassment in health care: a psychological perspective. [OJIN: The Online Journal of Issues in Nursing](#) 24(1).

6. **Crumley ET.** 2016. Models for integrating medical acupuncture into practice: an exploratory qualitative study of physicians' experiences. [*Acupuncture in Medicine* 34\(4\):280-89.](#)
7. Nelson G, Kiyang LN, **Crumley ET**, Chuck A, Nguyen T, Faris P, Wasylak T, Basualdo-Hammond C, McKay S, Ljungqvist O, Gramlich LM. 2016. Implementation of Enhanced Recovery After Surgery (ERAS) across a provincial healthcare system: the ERAS Alberta colorectal surgery experience. [*World Journal of Surgery* 40\(5\):1092-103.](#)
8. Billingham L, Richer L, Russell KF, Vandermeer B, **Crumley E**, Hartling L, Klassen TP. 2016. Drugs for treating acute migraine headaches in children and adolescents. [*The Cochrane Database of Systematic Reviews*, 4:CD005220.](#)
9. Lounsbury, M, **Crumley ET.** 2007. New practice creation: An institutional perspective on innovation. [*Organization Studies* 28\(7\): 993-1012.](#)
 - a. Reprinted in S. Clegg (Ed.). *SAGE Directions in Organization Studies*. Sage Publications, 2009.
 - b. Reprinted in R. Greenwood, K. Sahlin, R. Suddaby & C. Oliver (Eds.). 2012. *Institutional Theory in Organization Studies*. SAGE Publications.
10. Koufogiannakis D, **Crumley E.** 2006. Research in librarianship: Issues to consider. [*Library Hi Tech* 24\(3\): 324-40.](#)
11. **Crumley ET.** 2006. Exploring the roles of health care professionals and librarians involved with complementary and alternative medicine. [*Journal of the Medical Library Association* 94\(1\): 81-9.](#)
12. Johnston BC, Wiebe N, **Crumley E**, Supina EA, Vohra S. 2006. Probiotics for the prevention of pediatric antibiotic-associated diarrhea. *The Cochrane Database of Systematic Reviews*, 2.
13. Beach J, Rowe BH, Blitz S, **Crumley E**, Hooton N, Russell K, Spooner C, Klassen T. 2005. Diagnosis and management of work-related asthma. [*Evidence Report/Technology Assessment*, Number 129, No. 06-E003-2. Rockville MD: Agency for Healthcare Research and Quality.](#)
14. **Crumley ET**, Wiebe N, Cramer K, Klassen TP, Hartling L. 2005. Which resources should be used to identify RCT/CCTs for systematic reviews: A systematic review. [*BMC Medical Research Methodology* 5: 24.](#)
15. Cramer K, Wiebe N, Hartling L, **Crumley E**, Vohra S. 2005. Heat loss prevention in the delivery room: A systematic review of occlusive skin wrap for the premature neonate. [*Journal of Perinatology* 25: 763-9.](#)
16. Robinson JL, Hartling L, **Crumley E**, Vandermeer B, Klassen TP. 2005. A systematic review of intravenous gamma globulin for therapy of acute myocarditis. [*BMC Cardiovascular Disorders* 5:12.](#)
 - a. Also published in *The Cochrane Database of Systematic Reviews*.
17. Koufogiannakis D, **Crumley E**, Slater L. 2004. A content analysis of librarianship research. [*Journal of Information Science* 30\(3\): 227-39.](#)
 - a. Robert H. Blackburn Distinguished Paper Award (Inaugural). 2005. Canadian Library Association.
 - b. Best Research Paper. 2003. Evidence Based Librarianship Conference.
18. Hartling L, Brison RJ, **Crumley ET**, Klassen TP, Pickett W. 2004. A systematic review of interventions to prevent childhood farm injuries. [*Pediatrics* 114\(4\): e483-96.](#)
 - a. National Institute for Farm Safety Research Award. 2005.
19. McAlister FA, Ezekowitz JA, Wiebe N, Rowe B, Spooner C, **Crumley E**, Hartling L, Klassen T, Abraham W. 2004. Systematic review: Cardiac resynchronization in patients with symptomatic heart failure. [*Annals of Internal Medicine* 141\(5\): 1-16.](#)
20. McAlister F, Ezekowitz J, Wiebe N, Rowe B, Spooner C, **Crumley E**, Hartling L, Kaul P, Nichol G, Klassen T. 2004. Cardiac resynchronization therapy for congestive heart failure.

[Evidence Report/Technology Assessment](#), Number 106, No. 05-E001-2. Rockville MD: Agency for Healthcare Research and Quality.

21. Cramer K, **Crumley E**, Klassen TP. 2003. Are home visiting programs more effective than the standard of care at preventing injury in children who are at risk for injury? Part A. [Paediatrics and Child Health](#) 8(4):227-8.
22. Cramer K, Miller A, Page J, Hartling L, **Crumley E**, Klassen TP. 2002. Is methylphenidate effective in reducing symptoms of attention deficit hyperactivity disorder in school-aged children? [Paediatrics and Child Health](#) 7(10):689-92.
23. Farion K, Osmond MH, Hartling L, Russell K, Klassen T, **Crumley E**, Wiebe N. 2003. Tissue adhesives for traumatic lacerations in children and adults. [Academic Emergency Medicine](#) 10(2): 110-118.
 - a. Also published in *The Cochrane Database of Systematic Reviews*.
24. Koufogiannakis D, Dorgan M, **Crumley E**. 2003. Facilitating evidence-based librarianship: A Canadian experience. [Health Information & Libraries Journal](#) 20(Suppl. 1): 74-76.
25. Koufogiannakis D, **Crumley E**. 2002. Evidence-based librarianship. *Felicitier* 48(3): 112-114.
26. **Crumley E**, Koufogiannakis D. 2002. Developing Evidence Based Librarianship: Practical steps for implementation. [Health Information & Libraries Journal](#) 19(2): 61-70.

Working Papers and Research

1. **Crumley ET**, LeBlanc J, Malley A, Leck E. Canadian family members' experiences with judgment, secrecy and guilt during the Medical Assistance in Dying (MAID) process. *CMAJ*. Finalizing manuscript.
2. Leck E, **Crumley ET**, Gubitz G. Creating a MAID support plan: A qualitative study of family members' experiences with the medical assistance in dying (MAID) process in Nova Scotia. Analyzing data and writing manuscript.
3. Young J, **Crumley ET**. Patient relationships, emotions and support systems of physicians and nurse practitioners in Nova Scotia who participate in medical assistance in dying. *Canadian Family Physician*. Writing manuscript.
4. Raiche-Marsden T, **Crumley ET**. A quantitative socio-demographic study of medical assistance in dying recipients in Nova Scotia from 2016-2019. Analyzing data.
5. **Crumley ET**, Henderson B. An ethnography of professionals taking a medical acupuncture continuing education course. *Medical Acupuncture*. Finalizing manuscript.
6. **Crumley ET**, Washington M, Yin, J. Medical science and Traditional Chinese Medicine vocabularies in journal article abstracts from 1959-2010: A word frequency analysis. *Acupuncture in Medicine*. Writing article.
7. **Neville H**, **Crumley ET**, Toombs K. Reducing sedative use in Nova Scotia Hospitals. Writing article.

Book Chapters

Booth A, Brice A (Eds.). 2004. *Evidence-based practice for information professionals: a handbook*. London, UK: Facet Publishing.

1. Booth A, Brice A, Eldredge J, **Crumley E**, Koufogiannakis D. 2004. A future for evidence based information practice? p. 279-292.
2. **Crumley E**, Koufogiannakis D. Disseminating the lessons of evidence based practice. p. 138-143.
3. Koufogiannakis D, **Crumley E**. Applying evidence to your everyday practice. p. 119-126.

Media Articles

1. Wood K. 2018. Working with patients to create a strong foundation for quality surgical care <https://www.nshealth.ca/AnnualReport2017-18/working-patients.html>
2. Conway A. 2017. Junk in a jar: Halifax is producing a little less litter. The Signal <https://signalhfx.ca/junk-in-a-jar/>
3. Ray C. 2017. Why credit unions will no longer be able to call themselves banks. *CBC News*. <http://www.cbc.ca/news/canada/nova-scotia/credit-union-bank-act-atlantic-banking-banker-1.4191781>

Conference Presentations (Selected)

1. LeBlanc J, Leck E, Malley A, **Crumley ET**. 2021. Canadian family members' experiences with judgment, secrecy and guilt during the Medical Assistance in Dying (MAID) process. *Canadian Association of MAID Assessors and Providers Research Forum*. October 26.
2. Leck E, **Crumley E**, Jackson-Tarlton C, Gubitz G. 2021. A qualitative study of families and informal supports' experiences with the medical assistance in dying (MAID) process in Nova Scotia. *Canadian Association of MAID Assessors and Providers Research Forum*. April 21.
3. Leck E, Jackson-Tarlton C, **Crumley E**, Gubitz G. 2021. A qualitative study of families' experiences with medical assistance in dying (MAID) in Nova Scotia. *Dalhousie Clinical Neurosciences Resident Research Day*. March 10.
4. Grandy K, **Crumley E**, Sundararajan B, Roy JA. 2019. Great strides? Metaphors in corporate executives' media interviews about sustainability. *Canadian Communication Association Annual Conference, Congress of the Humanities and Social Sciences*. Vancouver, BC. June 3-6.
5. Young J, **Crumley E**, Kelly S. 2019. Professional role identity change to accommodate medical assistance in dying: a qualitative interview study of four professions in Nova Scotia. *Canadian Association of MAID Assessors and Providers Annual Conference*. Vancouver, BC. May 31-June 1.
6. **Crumley E**, Grandy K, Sundararajan B, Roy JA, Tetzlaff E. 2018. The use of rhetoric in sustainability interviews: a mixed method analysis of leaderspeak. *Administrative Sciences Association of Canada*. Toronto, ON. May 27-29.
7. **Crumley E**, Grandy K, Sundararajan B, Roy JA, Tetzlaff E. 2017. Gendered communication of leaderspeak: a content analysis of c-suite communication about sustainability. *Atlantic Schools of Business Conference*. Wolfville, NS. September 29-30.

8. Grandy K, **Crumley E**, Sundararajan B, Roy JA. 2017. The language of power and the power of language: gender differences in leaderspeak in sustainability. *Administrative Sciences Association of Canada*. Montreal, QC. May 29 – June 1.
9. **Crumley ET**, Panek I, Sixsmith J, Kontos P, O'Doherty K, Kirkland S. 2016. Methods and practices for engaging older adults in technology research, design and development: scoping review findings. *Advancing the Science of Community Engaged Research*. Washington, DC. August 25-26.
10. **Crumley ET**, Panek I, Sixsmith J, Kontos P, Kieran O'Doherty, Ishigami-Doyle Y, Battersby L, Stroud K, Kirkland S. 2016. A scoping review of evidence-based methods for engaging cognitively/physically impaired and intact older adults in aging and technology research, design and development. *Canadian Association on Gerontology: Fostering Innovation in Research on Aging*. Montreal, QC. October 20-22.
11. Nelson G, **Crumley ET**, Kiyang L, Gramlich L. 2015. Implementation of an ERAS protocol across a large healthcare system: the Alberta ERAS colorectal surgery experience. *Canadian Journal of Anesthesia*. 62:697 (PO028).
12. **Crumley ET**. 2013. The reduction and stabilization of vocabularies associated with categories. *European Group for Organization Studies Colloquium*. Montreal, QC. July 3-6.
13. **Crumley ET**. 2012. Micro-mechanisms of institutional change: How competing new categories are sustained in tandem. *Academy of Management Annual Meeting*. Boston, MA. August 3-7.
14. **Crumley ET**. 2010. Do not enter: How contested practices come into mature fields. 2nd *International Conference on Institutional Work*. Vancouver, BC. Jun 17-19.
15. **Crumley ET**. 2010. Do not enter: How contested practices come into mature fields. *Administrative Sciences Association of Canada Conference Proceedings*. Regina, SK. May 22-25.

FUNDING

Grants (Co/Principal Investigator)

Year	Role	Partner(s)	Title of Research	Funder (Grant #)	Amount
2021	Principal Investigator	Jocelyne LeBlanc, Dying with Dignity Canada	Developing and testing co-designed medical assistance in dying peer-to-peer resources in Canada	Mitacs Accelerate	\$15000
2021	Principal Investigator	Jocelyne LeBlanc	Family member experiences with the Medical Assistance in Dying (MAID) process in Canada	Canadian Association of MAID Assessors and Providers Research Grant	\$1500
2021	Principal Investigator		A qualitative textual analysis of Canadian newspaper articles about implementing medical assistance in dying during COVID-19	Social Sciences and Humanities Research Council Institutional Grant (#25256)	\$7000
2021	Principal Investigator	Brett Henderson		BioTalent Canada Student Work Placement Program	\$6000
2020	Principal Investigator		Documenting the roles, tasks and experiences of Black Nova Scotian essential workers during COVID-19	University Council for Research: Standard Research Grant, St. Francis Xavier University (#24897)	\$7000
2020	Principal Investigator			Start-up grant, St. Francis Xavier University	\$10000

2019	Co-investigator	Dr. Caitlin Tarlton-Jackson (Principal Investigator), Dr. Gord Gubitz	Family member experiences with the Medical Assistance in Dying (MAID) process in Canada	NSHA Quality Council	\$2000
2018	Principal Investigator		Experiences of physicians, nurse practitioners, nurses, pharmacists and healthcare administrators in Nova Scotia implementing in medical assistance in dying (MAID)	Social Sciences and Humanities Research Council Institutional Grant, Dalhousie University (#37823)	\$7000
2018	Principal Investigator		Role changes of physicians, nurses, pharmacists and healthcare administrators in Nova Scotia implementing medical assistance in dying (MAID)	Dalhousie Social Sciences and Humanities Research Council Research Development Fund (#48365)	\$800
2017	Principal Investigator		Role changes of physicians, nurses, pharmacists and healthcare administrators in Nova Scotia implementing medical assistance in dying (MAID)	Rowe School of Business Research Grant, Dalhousie University (#RRG2017-I002)	\$5000
2015	Principal Investigator	Dr. Leah Gramlich, Dr. Gregg Nelson	Strategies to maximize the patient as researcher in surgery: A pilot study involving patient researchers in post-operative care	Canadian Institutes for Health Research Patient Engagement Collaboration Grant (#258077)	\$15000
2011	Principal Investigator		How physicians and physical therapists implement medical acupuncture	Alberta Institute for American Studies, University of Alberta	\$4000
2004	Principal Investigator		Examining the experiences of librarians involved in complementary and alternative medicine	David A. Kronick Travel Grant, Medical Library Association	\$2000 USD
2004	Principal Investigator		Examining the experiences of librarians involved in complementary and alternative medicine	Research, Development, and Demonstration Project Grant, Medical Library Association	\$1000 USD
2003	Co-Principal Investigator	Dr. Denise Koufogiannakis, Linda Slater	A content analysis of librarianship research	University of Alberta Small Faculties Grant	\$4000
2003	Co-Principal Investigator	Dr. Denise Koufogiannakis, Linda Slater		University of Alberta Conference Fund	\$3000

Grants (Other Roles)

Year	Role	Partner(s)	Title of Research	Funder (Grant #)	Amount
2019	Collaborator	Dr. Simon Oczkowski (Principal Investigator)	Development and validation of an instrument to measure the quality of care in medical assistance in dying	Physician Services Incorporated New Investigator Grant	\$157000
2002	Co-writer	Dr. Lisa Hartling, Dr. Terry Klassen		University of Alberta Evidence-based Practice Center, Agency for Healthcare Research and Quality	\$1.25 million USD

Submitted Grants

- Principal Investigator (with Cheryl Tschupruk, Gord Gubitz, John McCarthy, Nicole Phinney, Erika Leck, Rachel Giacomantonio, Jenny Hasselman). 2021. Co-designing a Medical Assistance in Dying (MAID) Support Plan for patients, families and informal supports in Nova Scotia. QEII Foundation Translating Research into Care (TRIC) Health Care Improvement Research Program. \$3000. Submitting November 1.

PhD Scholarships

- Academic Awards Fund. 2011. Canadian Federation of University Women. \$1500.
- PhD Scholarship & PhD Award. 2009-10. Alberta School of Business. \$26000.
- Poole PhD Faculty Fellowship. 2008-10. Alberta School of Business. \$14300.
- Ziegler PhD Faculty Fellowship. 2009-10. Alberta School of Business. \$2000.
- Andrew Stewart Memorial Graduate Prize. 2009-10. University of Alberta. \$5000.
- PhD Domtar Faculty Fellowship. 2006-7. Alberta School of Business. \$6000.
- Health Research Studentship. 2007-9. Alberta Heritage Foundation for Medical Research. \$43000.
- Walter H. Johns Graduate Fellowship. 2005-9. University of Alberta. \$18535.
- Doctoral Fellowship. 2005-9. Social Sciences and Humanities Research Council of Canada. \$80000.

TEACHING

Teaching Awards

- MBA Teaching Award (Nominated). 2014.
- Alberta School of Business Graduate Teaching Award. University of Alberta, 2012.

Graduate Teaching - Master of Business Administration

University	School	Courses
Dalhousie University	Rowe School of Business	• International Business Strategy
University of Alberta	Alberta School of Business	• Ethics & Corporate Social Responsibility with Communications

Undergraduate Teaching

University	School / Faculty	Courses
St. Francis Xavier University	Health	• Health Innovation (online in 2021) • Health Leadership (online in 2020) • Introduction to Health Research Methods (Qualitative) (online in 2021)
Dalhousie University	Rowe School of Business	• International Business • Organizational Behaviour • Strategy
University of Alberta	Alberta School of Business	• International Business • Organizational Behaviour • Strategy
	Augustana Faculty	• Strategy

SERVICE, STUDENTS & VOLUNTEERING

University Service (Current)

- Faculty advisor. StFX Health Society. StFX University. 2020-
- Member. Interdisciplinary Health Program Communications Committee. StFX University. 2021-
- Member. Health Advisory Committee. StFX University. 2020-
- Member. Research Ethics for Interdisciplinary Health Program Honours. StFX University. 2021-

University Service (Completed)

- Member. Tenure-track hiring committee. StFX University. 2021.
- Rowe School of Business, Strategy Area Group Representative. Commerce Program Committee. Dalhousie University. 2019-20.
- Faculty Advisor. Enactus Dalhousie. 2018-20.
- Community experiential learning coordinator. Strategy course. Dalhousie University. 2017-20.
- Judge. BComm Internal Case Competitions. Dalhousie University. 2016-19.
- Member. Teaching Community of Practice. Dalhousie University. 2016-20.
- Rowe School of Business Representative. Ethics in Action Committee. Faculty of Management. Dalhousie University. 2019.
- Mentor. Physician Leadership Development Program. Doctors Nova Scotia. 2018-19.
- Faculty Advisor. Women in Business Association (WIBA). Dalhousie University. 2017-19.
- Member. Rapid Task Force on Workload Policy. Rowe School of Business. Dalhousie University. 2018.
- Member. Search Committee Director for the Centre for Family Business and Regional Prosperity. Rowe School of Business. Dalhousie University. 2018.
- Mentor and judge. Undergraduate and MBA Internal Case Competitions. University of Alberta. 2012-2014.

Students

Research Assistants (Current)

- Jocelyne LeBlanc. Saint Francis Xavier University, Health. Irving Research Mentorship Award. \$7000. 2020-
- Olivia Nie. Saint Francis Xavier University, Health. 2021-
- Erin Usher. Saint Francis Xavier University, Health. Canada Summer Jobs Grant. \$3500. 2020-

Research Assistants (Previous)

- Aliyah Fraser. Saint Francis Xavier University, Health. Centre for Employment Innovation Research Mentorship. \$7000. 2021.
- Brett Henderson. Dalhousie University, Master of Business Administration. BioTalent Canada Student Work Placement Program - Health and Biosciences. \$6000. 2020-

Medical Students

- Brett Henderson. Dalhousie University, Doctor of Medicine. 2022-
- Tavia Raiche-Marsden. Dalhousie University, Doctor of Medicine. Dalhousie Medical Research Foundation Madore Foundation Studentship. \$5000. 2020-
- Joel Young. Dalhousie University, Doctor of Medicine. Dalhousie Medical Research Foundation Bergmann-Porter Studentship. \$5000. 2019-

Medical Residents

- Dr. Erika Leck (co-supervisor with Dr. Gord Gubitz). Dalhousie University, Neurosurgery Resident, Clinician Investigator Program. 2020-
- Dr. Caitlin Tarlton-Jackson (co-supervisor with Dr. Gord Gubitz). Dalhousie University, Neurology Resident. 2017-20.
- Dr. Alexandra Malley. Dalhousie University, Neurology Resident. 2021

Honours Thesis

- 2nd Reader. Brian Ellis-Legault. Interdisciplinary Health Program. Saint Francis Xavier University, Health. 2021-22.
- 2nd Reader. Kate Graham. Interdisciplinary Health Program. Saint Francis Xavier University, Health. 2021-22.
- 2nd Reader. Sara Luck. Interdisciplinary Health Program. Saint Francis Xavier University, Health. 2020-21.

Mentor

- Lydia Muyingo, PhD student. Dalhousie University. 2020-
- Ruchira Senadheera. PhD. Memorial University of Newfoundland. Lab2Market – Health. 2020-

Reviewer

- Canadian Family Physician
- Canadian Journal of Administrative Sciences
- CMAJ Open
- Journal of Management Studies
- Organization Studies

Volunteering (Selected)

- Member. StFX Virtual Social Writing Group. 2020-
- Engaged citizen. NS Health Fast Feedback Team. 2021-
- Abstract reviewer. e-Health Conference and Tradeshow. Canadian Institute for Health Information. 2021.
- Committee & Working Group Member. MSSU Scotia Scholar Awards. 2020-
- Engaged citizen. Pharmacy Research Advisory Group. Nova Scotia Health. 2020-
- Researcher. Nova Scotia Health MAID Advisory Committee. Nova Scotia Health. 2020-
- Guest speaker. Breast cancer, IPHE 4900. Dalhousie University. 2019-
- Engaged citizen. Surgery Strategic Network. Nova Scotia Health. Halifax, NS. 2017-
 - Formerly the Quality Improvement and Safety Committee, Perioperative/Surgical Care Provincial Council which won the 2020 Nova Scotia Health Authority Excellence in Patient Experience Award.
- Board member. Twin Oaks/Birches Health Care Charitable Foundation. 2017-
- Fundraising coordinator. Greenfield School Age Day Care Association. 2013-15.

LANGUAGES

- **English** (mother tongue) – spoken, written
- **French** (intermediate) – spoken, written
- **Spanish** (beginner) – spoken, written

WORK EXPERIENCE

- Research Associate. 2016. Department of Community Health & Epidemiology. Dalhousie University.
- Research Scientist. 2014-15. Enhanced Recovery After Surgery. Alberta Health Services.
- Founder and President. 2004-11. HealthInfo & Searching Practice Consulting, Inc.
- Education Program Manager; Clinical Librarian. 2001-5. Department of Pediatrics, University of Alberta.
- Winnipeg Coordinator; Education & Content Specialist. 1999-2001. Department of Pediatrics, University of Manitoba: Winnipeg, MB.
- Reference Librarian. 1998-99. Saskatchewan Legislative Assembly Library: Regina, SK.
- Student Librarian. 1996-98. Saint Mary's University. Halifax, NS.
- Student Librarian. 1996-98. Dalhousie University. Halifax, NS.
- Billing & Collections Representative. 1994-95. SaskTel. Saskatoon, SK.